

DEFICIENCY APPROPRIATION FOR THE CIVIL SERVICE
COMMISSION.

LETTER

FROM THE

ACTING PRESIDENT OF THE CIVIL SERVICE COMMISSION,

TRANSMITTING

*An estimate of deficiency appropriation for salaries required for the period
from September 15 next to the end of the fiscal year 1894.*

AUGUST 29, 1893.—Referred to the Committee on Appropriations and ordered to be
printed.

UNITED STATES CIVIL SERVICE COMMISSION,
Washington, D. C., August 26, 1893.

SIR: This Commission has the honor to submit, with request that it
be laid before the Appropriations Committee, the following estimate
of deficiency appropriation for salaries required for its service for the
period from September 15 next to the end of the fiscal year, June 30,
1894:

8 clerks of class 4.....	\$11,400.00
8 clerks of class 3.....	10,133.33
10 clerks of class 2.....	11,083.33
10 clerks of class 1.....	9,500.00
1 clerk of class \$1,000.....	791.66
Total (37 clerks).....	42,908.32

These thirty-seven clerks thus appropriated for upon the Commis-
sion's own roster will take the place of the thirty-seven clerks now
detailed to the Commission from the departments, whose aggregate
salary for the period from September 15 next to the end of the fiscal
year, June 30, 1894, would be \$40,287.87. There will be no increase in
the number of clerks, and the aggregate of the salaries increased will
be but \$2,600. The thirty-seven clerks now detailed to the Commission
come from the following departments:

Treasury Department.—2 clerks class 4; 1 clerk class 3; 3 clerks class
2; 1 clerk at \$840.

War Department.—3 clerks class 1.

Navy Department.—1 clerk class 2; 1 clerk class 1.

Interior Department.—2 clerks class 3; 2 clerks class 2; 2 clerks
class 1; 1 clerk at \$900.

2 DEFICIENCY APPROPRIATION FOR CIVIL SERVICE COMMISSION.

Post-Office Department.—1 clerk class 3; 2 clerks class 2; 2 clerks class 1; 1 clerk Railway Mail Service at \$1,150.

Agricultural Department.—4 clerks class 4; 2 clerks class 3; 4 clerks class 1; 2 clerks at \$1,000.

Total, 37.

I beg leave to inclose herewith a copy of the letter already sent on this subject to the Hon. A. M. Dockery, chairman of the Joint Commission of Congress. It does not seem necessary to add anything to what is contained in this letter in urging the absolute necessity of this deficiency appropriation being made. The net increase of cost is very trifling, being but \$2,600. There would be absolutely no loss to any of the departments, for all of the thirty-seven clerks are now detailed for duty with the Commission and are doing no work for the departments whatsoever. There will be the greatest gain to the public, because the Commission will be able to get up its arrears of work and to mark the papers of those applicants, now over 7,000 in number, who have taken examinations during the last six months. Owing to its absolute inability to perform the task laid out for it with the force given it the Commission has been entirely unable to mark these papers, and it is daily receiving numerous complaints from the men who were examined and their friends, while the public service will speedily begin to suffer in efficiency if we are not able to get up with the arrears of work.

The reason why the Commission deems there should be the slight alterations in the salaries, as above suggested, is that it is, of course, desirable to have the clerks divided with approximate equality among the different grades, and because it is very necessary that the Commission should have a number of high-grade clerks in view of the delicacy of their task and of the extreme importance that it should be performed, not only with the utmost fidelity but with the utmost intelligence. At present the Commission, having no control over the men detailed to it as clerks, in the matter of promotion, of reduction, of appointment, or dismissal, is entirely unable to get satisfactory work performed, while in very many cases the departments, not unnaturally, send us their poorest clerks, being unwilling to spare the best ones from their own work. Thus, although this is nominally a deficiency appropriation, yet it is really little else than changing the form in which the appropriation already made shall be applied, so as to enormously increase the efficiency of the work which will be secured from it.

With this change made the Commission will speedily be able to procure a perfectly efficient force, and to get up its arrears of work, though these arrears have accumulated with such rapidity during the last six months that it is very possible that even with this change the Commission will have to cut down, for the time being, the number of examinations to be held after the present fall examinations are over, so as not to have new work piled in before the material which has accumulated can be disposed of. To avoid this it would be necessary to make an additional appropriation for temporary clerk hire, say for five \$1,000 clerks for six months. By rights the Commission should have this temporary additional increase, but it is possible for the Commission, by the exercise of all its efforts, to economize and to get the greatest amount of work out of its subordinates, and by cutting down on the examinations to be held, save where they are absolutely necessary, to do without it.

It is not possible, however, for the Commission to do satisfactory work and to do justice both to the applicants who desire to enter the civil service and to the public service itself unless the request made in

the opening part of this letter is complied with and unless it is given the thirty-seven clerks mentioned above outright on its own roster, with full power over them, instead of being dependent upon the Departments for what it receives; and, furthermore, it is necessary that they should be appropriated for at the salaries which the Commission has estimated for above. If there is any change at all it should be in the direction of increasing the number of the high grade relatively to that of the low grade clerks.

Moreover, I have the honor to state to you that on July 1 last the Commission had to leave its quarters because of their being required for the appeal court of the District of Columbia. The Commission had great difficulty in finding any suitable quarters within the limits of the appropriation given it by Congress. Finally the Commission succeeded in getting the building in which it now is for the sum allowed by Congress. In our old quarters, however, the Commission had no occasion for watchmen or firemen, being situated in the City Hall, and was able to get along with but one laborer, although that laborer was much over-worked. In its new quarters the Commission occupies the entire building, and it is therefore necessary that it should be given the following force:

1 laborer, at \$660	\$522.50
1 engineer, at \$1,000	788.66
3 watchmen, at \$720 each	1,710.00
Total	3,021.16

The Commission needs this force to provide for the building being cared for, guarded, and warmed in winter.

I have the honor to be, with great respect, very truly yours,
THEODORE ROOSEVELT,
Acting President.

THE SPEAKER OF THE HOUSE OF REPRESENTATIVES.

UNITED STATES CIVIL SERVICE COMMISSION,
Washington, D. C., August 22, 1893.

SIR: In the Commission's letter of July 1 last we laid before you as urgently as we could the need of the Commission for immediate increase of its clerical force. This need grows more urgent month by month. When we wrote you, the papers of five thousand applicants were behind in the marking; now there are seven or eight thousand unmarked, and the examinations being held are for unusually large classes. Very shortly, unless some relief is granted, the Commission will be obliged to stop altogether holding examinations save those for which there is an actual necessity; and, indeed, it is likely that the Commission will be obliged to do this in any event, even if the force asked for is allowed, because the Commission will first have to catch up with the arrears of work, and this it can not do if it has to go on with any new work.

Your attention is especially called to the fact that the main reason why the Commission has so much work to do is because of its effort to maintain the quotas of the different States on an equality. It has endeavored always to hold examinations twice a year in each State for all applicants. Under the civil service act no appointments in the classified service can be made save through the Commission, and there-

fore if the Commission is unable to hold these examinations in every State and Territory it will simply have to fall back upon what was the habit before the act went into effect, and, if necessary, to take the men from the District of Columbia and the adjoining States. Under the act the more remote States, especially the Gulf States and those of the Pacific Slope, have received several times as many appointments proportionately as they did under the old system. It has been the constant effort of the Commission to do exact justice to the States, as far as their quotas are concerned, and this has caused the bulk of the expense. The Commission will be obliged very soon, if it is not relieved, to cease receiving applications and to cease holding examinations in States where there is not a pressing need of eligibles for the public service.

As already pointed out, the Commission could be given an adequate force simply by transferring to its roll the clerks now detailed to serve with it from the various Departments. At present the Commission's clerical force consists of sixteen persons in its own employ, and nominally thirty-seven from the various Departments in addition, including twelve from the Department of Agriculture, five from the Post-Office Department, eight from the Interior, seven from the Treasury, three from the War, and two from the Navy. One of the five from the Post-Office Department has only been promised and has not yet reported for duty. Two of those from the Treasury have been withdrawn and their successors not yet appointed, and one of those from the Interior has just been sent back. Moreover, those detailed for service from the Department of Agriculture have just been detailed, and many of them have not yet had their regular leaves and sick leaves, and are now taking them, so that the Commission gets no benefit from their nominal connection with it; and in many cases it will be a month or six weeks before they can be even put on trial, and it will be a month or six weeks longer before the Commission can find out whether they are worth while retaining. Of the whole force of thirty-seven nominally detailed not more than one-half really do efficient work. Indeed this would be an overestimate.

It is needless to point out the very great harm to the service arising from this system of details. Naturally the departments send some of their poorest clerks, and these clerks during the past few months have been promoted, refused promotion, and even dismissed by the departments from which they come, wholly without regard to the wishes of the Commission and wholly without regard to the efficiency of their service. All of their work is done for the Commission and none for the departments from which they come. Yet the Commission has no power over them and none to make them do good work or get good persons in their stead if they fail to do good work. Absolutely not one argument based upon the good of the service can be advanced against transferring these men to the roll of the Commission. It should be done at once. It should not only be done for the next fiscal year, but for this fiscal year. Unless it is done the Commission will fall steadily more and more behind in its work and will simply be unable to do justice to all applicants and to the service.

I earnestly recommend that steps be taken for the immediate transfer of the thirty-seven clerks provided for on the rolls of the different departments above named and detailed to serve with the Commission, to the roll of the Commission. This will not cause a particle of loss to the departments' force, for none of these men are now serving with the departments, while it will enormously increase the efficiency of the Commission's own force. In providing for these men, all upon the Com-

mission's roll, however, there should be a change in the grades in certain cases so as to secure uniformity and give the Commission a sufficient force of the higher grades, to which alone many of the persons employed in our difficult work should belong. If this is allowed, the Commission will at once remove those that are incompetent and replace them from the eligible registers. In this way the Commission will guarantee that it will get a thoroughly efficient force in a short time.

The Commission at present, as above enumerated, has sixteen men on its own roll and thirty-seven nominally connected with it, or fifty-three in all. If these fifty-three were allotted to it outright they should be divided as follows: 10 clerks of class 4, 10 clerks of class 3, 13 clerks of class 2, 13 clerks of class 1, 4 clerks of class \$1,000, 2 clerks of class \$900, 1 messenger. Total, 53.

Moreover, the Department of the Interior has declined to furnish the Commission with a man to heat its building and watchmen. The Commission now has but one laborer, and it should have two. It will, therefore, need one engineer to act also as fireman, one watchman, two night watchmen, and an additional laborer.

Very respectfully,

THEODORE ROOSEVELT,
Acting President.

Hon. A. M. DOCKERY,
*Chairman Joint Commission of Congress to Inquire
into the Laws Organizing the Executive Departments, etc.*

AUGUST 26, 1893.

P. S.—When this letter was written the condition of affairs had grown steadily worse than on July 1, when the Commission first wrote Mr. Dockery; additional details had been granted, but they were mostly very inefficient clerks—over half were, in fact; and the number of unmarked examination papers had greatly increased, so that the deficiency estimate had also to be increased.

THEODORE ROOSEVELT.

○

